

**CIVIL RIGHTS COMMISSION[161]**

**Adopted and Filed**

Pursuant to the authority of Iowa Code section 216.5, the Iowa Civil Rights Commission hereby amends Chapter 8, “Discrimination in Employment,” Iowa Administrative Code.

These amendments facilitate public understanding of the administrative rules by more accurately representing agency procedure and statute coverage. Specifically, rule 161—8.46(216) is rescinded, and its content is adopted in a new preamble that is applicable to the entire chapter.

Notice of Intended Action for these amendments was published in the March 10, 2010, Iowa Administrative Bulletin as **ARC 8562B**. A public hearing was held on April 6, 2010. No one attended the hearing, and no written or oral comments were received. These amendments are identical to those published under Notice of Intended Action.

These amendments were adopted by the Iowa Civil Rights Commission on April 15, 2010.

These amendments are intended to implement Iowa Code sections 216.5 and 216.6.

These amendments will become effective on June 9, 2010.

The following amendments are adopted.

ITEM 1. Amend **161—Chapter 8** by adopting the following new preamble:

PREAMBLE

GENERAL PRINCIPLES

References to “employer” and “employers” in these rules state principles that are applicable not only to employers but also to labor organizations and to employment agencies insofar as their action or inaction may adversely affect employment opportunities as defined in the Act (Iowa Code section 216.6).

ITEM 2. Rescind and reserve rule **161—8.46(216)**.

[Filed 4/16/10, effective 6/9/10]

[Published 5/5/10]

EDITOR’S NOTE: For replacement pages for IAC, see IAC Supplement 5/5/10.